



DEPARTMENT OF THE NAVY  
OFFICE OF THE SECRETARY  
WASHINGTON, D.C. 20350-1000

SECNAVINST 12900.1  
ASN(M&RA)/OCPM 22  
27 February 1989

SECNAV INSTRUCTION 12900.1

From: Secretary of the Navy

Subj: DEPARTMENT OF DEFENSE (DOD) CIVILIAN INTELLIGENCE  
PERSONNEL MANAGEMENT SYSTEM (CIPMS)

Ref: (a) Title 10, U.S.C., Chapter 81, Section 1590  
(b) DOD Directive 1400.34 of 15 Dec 88 (NOTAL)  
(c) DOD Directive 5010.10 of 9 Aug 72 (NOTAL)

1. Purpose. To implement references (a) and (b), and to establish and assign responsibilities for the Department of Defense (DOD) Civilian Intelligence Personnel Management System (CIPMS) in the Department of the Navy.

2. Background. The Intelligence Authorization Act for Fiscal Year 1987, as codified in reference (a), authorized the establishment of a separate personnel management system for civilian intelligence officers and employees of the Military Departments.

3. Responsibilities

a. The Assistant Secretary of the Navy (Manpower and Reserve Affairs) shall:

(1) Oversee and evaluate CIPMS within the Department of the Navy.

(2) Develop, in coordination with the Director of Naval Intelligence, supporting regulations to satisfy specialized Department needs.

(3) Make determinations on employee coverage under CIPMS.

(4) Conduct procedural reviews of proposed termination actions for any CIPMS employee when such action is considered to be in the interest of the United States and when procedures prescribed in other statutes cannot be invoked in a manner consistent with national security.

b. The Director of Naval Intelligence shall:

(1) Implement and administer CIPMS within the Department.

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(2) Implement the requirements of the Intelligence Career Development Program (IDCP), reference (c).

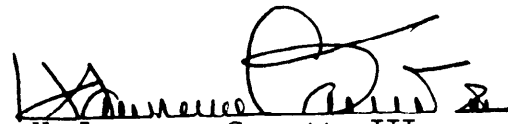
(3) Coordinate on implementing regulations, policy procedures, and standards for the CIPMS.

(4) Participate in ICDP evaluation and evaluations within the Department of the Navy.

(5) Exercise position classification and appointment, including conversion authorities.

c. The Director, Office of Civilian Personnel Management shall provide staff support to the Assistant Secretary of the Navy (Manpower and Reserve Affairs) in the conduct of assigned responsibilities.

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(See page 3)



H. Lawrence Garrett, III  
Under Secretary of the Navy

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